



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**INSTALLATION MANAGEMENT AGENCY**  
**UNITED STATES ARMY GARRISON, SCHWEINFURT**  
**CMR 457**  
**APO AE 09033**

IMEU-SWF-ZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #13-4, Community Commander's Policy on Equal Opportunity

1. References.

- a. AR 600-20
- b. AR 600-21
- c. DA Pam 350-20
- d. USAG Franconia Policy Memorandum #4

2. Purpose: To announce the Garrison Commander's policy on Equal Opportunity.

3. Scope: This policy applies to all members of the Schweinfurt Military Community.

4. Policy: I fully support Department of the Army Equal Opportunity (EO) Program standards. Discrimination in any form is unacceptable. I will not tolerate it within the Schweinfurt Military Community.

5. We must guarantee equal opportunity and fair treatment to all members of our Community based on merit, fitness and capabilities -- regardless of race, skin color, religion, gender, or national origin. Commanders and leaders at all levels must be vigilant in eliminating individual and institutional discrimination. Leaders are responsible for correcting discriminatory practices. Every individual must be afforded the opportunity to use the EO complaint process without fear of reprisal.

6. I expect Commanders and leaders at all levels to support Department of the Army's EO Program standards. Commanders are the EO officers for their units. They should ensure all subordinates and their family members understand the Army's EO policy.

7. The USAG Franconia Affirmative Action Plan ensures equal opportunity for all members within the Schweinfurt, Ansbach, and Bamberg Military communities by identifying and correcting shortcomings in these EO Programs.

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This policy memorandum supersedes Policy Memorandum #13-4, dated 27 Jul 04 and remains in effect until superseded or rescinded.

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Equal Opportunity

8. This policy is to be posted on all Community bulletin boards.

9. The proponent of this policy is the Schweinfurt Military Community  
Equal Opportunity Employment Advisor (EOA), located in building 206,  
room 401, Ledward Barracks. Our EOA can be contacted at DSN 354-6225  
or Civilian 09721-96-6225.

"Pride, Professionalism, Teamwork"



ANTHONY E. HAAGER  
LTC, QM  
Commanding

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